

Honorable Members of the House State and Local Government Committee:

I am writing this testimony in support of the Equal Rights Bill HF173 and HF197. As a woman who has recently retired I have experienced the unequal treatment in employment over my 40 year career. My pay has been consistently, significantly less than my male counterparts. In 1972 during my first job, the blatant discrepancy between the female and male employees was very evident. At the time, we felt there was nothing to be done about it. Fast forward through all the changes in opportunities for women and it really hadn't changed that much. In 2019, a compensation study at the organization I worked for revealed pay inequality was significant (thousands of dollars less per year) because of the compensation disparity between the women in the organization and the men who had similar jobs, education levels and years of experience. Because of the years of underpayment my Social Security for the rest of my life will be less. The amount I could save for retirement is less. This is unfair and needs to be addressed once and for all. For the sake of our daughters, end this unequal treatment by passing these bills.

Joan Bulfer

Roseville, MN 55113